GOVERNMENT OF INDIA
CONSUMER AFFAIRS, FOOD AND PUBLIC DISTRIBUTION
LOK SABHA

UNSTARRED QUESTION NO:3079
ANSWERED ON:07.12.2001
RESTRUCTURING OF FCI
AJAY CHAKRABORTY

Will the Minister of CONSUMER AFFAIRS, FOOD AND PUBLIC DISTRIBUTION be pleased to state:

(a) whether the Government had issued broad guidelines on April 20, 2000 to Food Corporation ofIndia on organisational restructuring;

(b) if so, the details thereof;

(c) whether on the basis of these guidelines FCI management had also signed Memorandum ofsettlement with FCIESU on April 29, 2000; and

(d) the extent to which the Memorandum of settlement has been implemented?

Answer

THE MINISTER OF STATE IN THE MINISTRY OF CONSUMER AFFAIRS, FOOD AND PUBLIC DISTRIBUTION (SHRI PRADHAN)

(a): Yes Sir.

(b): The broad guidelines issued on 20th April, 2000 on organisational restructuring are given in Annexure -I.

(c): Yes Sir.

(d): The status of implementation is given in Annexure -II

ANNEXURE -I

ANNEXURE REFERRED TO IN REPLY TO PART (b) OF UNSTARRED QUESTION NO. 3079 DUE FOR ANSWER ON 7-12-2001 IN THE LOK SABHA.

To tackle the problem of acute stagnation among the employees of the Corporation, the Government of India has issued broad guidelines on 20.4.2000 to Food Corporation of India on organizational restructuring with specific reference to manpower management, cadre management and career progression. The salient features of the guidelines are as under :

(i) Rationalization of depots and manning of depots by Assistant Managers (depot) and above.

(ii) Revision of norms through independent outside agency.

(iii) Creation of Litigation Cells and Computer Cells.

(iv) Revamping of Quality Control Machinery.

(v) Watch & Ward staff deployment.

(vi) Upgrading the existing posts.

(vii) Induction of 100 management trainees every year.

(viii) Shifting of sanctions of surplus staff to the needy places within Zone and outside Zone.

(ix) Maintaining the existing manpower.

(x) Winding up of port operations and tackling the problems of port workers.

(xi) Tackling labour problems.

ANNEXURE - II

ANNEXURE REFERRED TO IN REPLY TO PART (d) OF UNSTARRED QUESTION NO. 3079 TO BE ANSWERED ON 07-12-2001 IN THE LOK SABHA.

The FCI Management had been contemplating a need for organisational restructuring with reference to the staffing set up in FCI. On the other hand, the Unions had been raising demand for removal of acute stagnation of the employees on the same post for long time and the disparity in career prospects among the employees belonging to different grades/cadres/zones. To mitigate the hardship and to ensure that the stagnating employees are given a career progression, a scheme or organisational restructure/cadre restructure was formulated and discussed with the management and the unions, an understanding was reached in full and final settlement of the demands in the said matter of stagnation and a Memorandum of Settlement was signed with the FCI Executive staff Union on 29-4-2000.

The status of implementation of Memorandum of Settlement is as under :-

Staff Norms, Cadre Review and Manpower Requirement

A staff norms committee has been set up to suggest norms for manpower requirement in FCI.

Career Progression

The promotion process has been completed except in some few cases. Selection grades for the Cat. II, III and IV employees have been sanctioned.